EXHIBIT C

Eddie Youkhanna
October 04, 2023

UNITED STATES DISTRICT COURT

SOUTHERN DISTRICT OF NEW YORK

---X

In the Matter Between,

PATRICIA HARAN,

                              Plaintiff,

            -and-

ORANGE BUSINESS SERVICES INC.,

                              Defendants.
---X
                DATE: October 4, 2023
                TIME: 10:00 a.m.

     EXAMINATION BEFORE TRIAL of EDDIE YOUKHANNA, a non

party witness in the above-entitled matter, held before

Emily Glass, a Notary Public of the State of New York.

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October 04, 2023

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 1    A P P E A R A N C E S:

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 6

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      BY: JUSTIN A. GUILFOYLE, ESQ.

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1   A.   1992 was when I finished so it would be from

2   1989 to 1992.

3   Q.   Did you earn a degree?

4   A.   Yes.

5   Q.   What degree did you obtain?

6   A.   AS art and science, it's not a four year

7   bachelors, it's a three year degree.

8   Q.   Where do you currently work?

9   A.   At Checkpoint Software.

10   Q.   How long have you worked there?

11   A.   One year and five months.

12   Q.   What was your start date?

13   A.   June 13, 2022.

14   Q.   What is your position?

15   A.   Vice President of Sales.

16   Q.   What are your job duties?

17   A.   I run sales for the central area of North

18 America for Checkpoint.

19   Q.   Where did you work before Checkpoint?

20   A.   At Orange Business Services.

21   Q.   What were your dates of employment for

22 Orange?

23   A.   I don't recall the exact start date. I

24 finished June 13th, it would be around five years, so,

25 probably June of 2017 to June of 2022.

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1   Q.   What were the circumstances of your ending of

2   your employment with Orange?

3   **A.   Just wanted to move to cyber security.**

4   Q.   Did you resign?

5   **A.   Yes, I did.**

6   Q.   What was your position with Orange at the time

7   that you left?

8   **A.   I was Vice President of North America Sales.**

9   Q.   What were your job duties that capacity?

10   **A.   Running sales for North America.**

11   Q.   What did that entail?

12   **A.   That entailed managing five retail managers**

13 **that managed around probably anywhere between five and**

14 **seven account managers. We ran all aspects of sales and**

15 **engineering.**

16   Q.   Was Adam Kimmick one of the retail managers

17 you managed?

18   **A.   One of the regional managers, yes.**

19   Q.   Did you say retail, five retail manageRs or

20 regional managers?

21   **A.   Regional managers.**

22   Q.   Okay. I apologize.

23   **A.   Sorry I talked over you, yes regional**

24 **managers.**

25   Q.   How long did you hold the position of VP of

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1 North American sales for orange?

2   A.   I held it for four and a half years.

3   Q.   What was your position before that?

4   A.   Head of IS sales which stands for Innovation

5 Services Sales.

6   Q.   While working for Orange did you receive any

7 training on discrimination or retaliation in the

8 workplace?

9   A.   Yes.

10   Q.   When did you receive training?

11   A.   I don't recall.

12   Q.   Did receive training more than once?

13   A.   Yes.

14   Q.   When was the most recent training that you

15 received at Orange?

16   A.   I don't recall the exact dates.

17   Q.   Was it within the last year of your

18 employment?

19   A.   Honestly I don't remember.

20   Q.   What did the training entail?

21   A.   The training entailed videos that would show

22 sample work case scenarios you would have to answer at

23 the end multiple choice questions about what is right

24 and what is wrong.

25   Q.   What is your understanding of discrimination

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1   A.   I believe her position was account manager.

2   Q.   What were her job duties?

3   A.   To handle the day-to-day activities and grow

4   accounts, revenue on accounts.

5   Q.   Who did she report to?

6   A.   Adam Kimmick.

7   Q.   Did you ever have a chance to observe her

8   performance?

9   A.   Yes.

10   Q.   When?

11   A.   I don't know the dates. It was a dinner with

12   one of her costumers and her.

13   Q.   Who was the costumer?

14   A.   Cap Gemini (phonetic).

15   Q.   Who was present at this dinner?

16   A.   Me and her and twelve, at least maybe ten to

17   twelve employees from Cap Gemini.

18   Q.   I know you don't know a date, was this within

19   the last year of her employment or prior to that?

20   A.   Prior to that.

21   Q.   What was it that you observed about her

22   performance?

23   A.   At the dinner she was quite.

24   Q.   Anything else?

25   A.   No.

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1   Haran's daughter?

2   A.   I do not recall.

3   Q.   Okay. I have no further questions.

4   EXAMINATION BY:

5   MR. GUILFOYLE: I have a couple.

6   Q.   Do you remember being asked about your title

7   when you were at or Orange?

8   A.   During this call?

9   Q.   Yes.

10   A.   Yes, I do.

11   Q.   Is it correct you had about 100 people

12 reporting to you in your role?

13   A.   Yes.

14   Q.   How many regional managers reported to you?

15   A.   Five or five, it varied.

16   Q.   Okay. Adam Kimmick was one of those regional

17 managers?

18   A.   Yes.

19   Q.   Ms. Haran reported to Mr. Kimmick in that

20 role?

21   A.   Yes.

22   Q.   So, would Mr. Kimmick be a source of

23 information regarding the reasons why Patty was

24 terminated?

25   A.   Yes.

CHANGES AND SIGNATURE PAGE

WITNESS NAME: EDDY YOUKHANNA
DATE OF DEPOSITION: October 4, 2023

PAGE / LINE	CHANGE	REASON FOR CHANGE
Global	"Eddie" to "Eddy"	Transcription Error / Word
12:23	Change "quite" to "quiet"	Transcription Error / Word
13:3-6	Unintelligible Transcription	Transcription Error / General
16:1	Change "than" to "then"	Transcription Error / Word
17:2	Change "baring" to "faring"	Transcription Error / Word
17:25	Change "their" to "they're"	Transcription Error / Word
21:21	Change "review ing" to "reviewing"	Transcription Error / Word
32:15	Change "five and five" to "four and five"	Transcription Error / Word

1

2   I hereby certify that having been first duly sworn

3   to testify to the truth, I gave the above testimony.

4

5   I FURTHER CERTIFY that the foregoing transcript is

6   a true and correct transcript of the testimony given by

7   me at the time and place specified hereinbefore.

8

9

10   EY

                  _____
11
                     Eddie Youkhanna
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14
        Subscribed and sworn to before me
15
         this 16th day of
16
    _____November_____ 2023__.
17
_____
18   NOTARY PUBLIC

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25   C E R T I F I C A T E

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1        STATE OF NEW YORK        )
                                  :  SS.:
2        COUNTY OF RICHMOND       )

3

4           I, EMILY GLASS, a Notary Public for and within the

5        State of New York, do hereby certify:

6           That the witness whose examination is hereinbefore

7        set forth was duly sworn and that such examination is a

8        true record of the testimony given by that witness.

9           I further certify that I am not related to any of

10       the parties to this action by blood or by marriage and

11       that I am in no way interested in the outcome of this

12       matter.

13          IN WITNESS WHEREOF, I have hereunto set my hand

14       this 16th day of October 2023.

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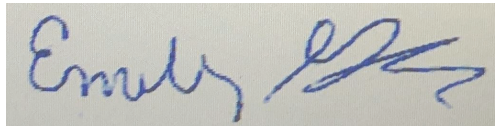
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